

PROGRAM UPDATE

Office of Worker and Community Transition

United States Department of Energy

July - December 2000

WORK FORCE RESTRUCTURING ACTIVITIES

WEST VALLEY EARLY RETIREMENT

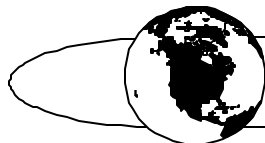
The Ohio Operations Office forwarded a request to offer an early retirement program at West Valley Demonstration Project, in order to address skills mix changes and other factors. The objective of the program was to achieve a reduction of approximately 100 positions. In August 2000, the Office of Worker and Community Transition (Office) reviewed and approved this request in coordination with the Office of Management and Administration, Environmental Management, and the Ohio Operations Office. A total of 48 workers participated in the program, and an additional 45 positions were reduced through managing attrition. No involuntary separations were required to implement this restructuring.

VOLUNTARY SEPARATION INCENTIVE OFFERED AT OAK RIDGE NATIONAL LABORATORY

UT-Battelle, the management and operating contractor of Oak Ridge National Laboratory, offered a voluntary separation incentive program to facilitate opportunities to become more competitive and maximize the research and development work performed at the laboratory. It was anticipated that approximately 300 positions would be reduced, and this action could make possible the hiring of up to 180 additional scientific and technical personnel.

Workers whose separation can help meet the objectives of an in-depth organizational and staffing review conducted by UT-Battelle had an opportunity to volunteer for separation and receive, in addition to the company's standard severance benefit, a cash payment equal to \$500 per year of service, plus either access to other enhanced benefits available under the Oak Ridge Work Force Restructuring Plan or a \$5,000 lump sum cash payment.

The period to apply for this program began on September 25, 2000, and closed on October 6, 2000. A total of approximately 212 workers were approved for participation in this program. As a result, involuntary separations under this restructuring were limited to approximately 65 positions. Involuntarily separated workers were provided severance benefits including a 60-day termination allowance.



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[HTTP://WWW.WCT.DOE.GOV](http://www.wct.doe.gov)



WORK FORCE REFERENCE GUIDE

On December 21, 2000, the Office of Worker and Community Transition (the Office) completed and issued to the field a reference guide providing case studies on best practices in work force restructuring, both across the Department of Energy (DOE) and in the private sector. The guide will complement the Planning Guidance for Contractor Work Force Restructuring (December 1998). The reference guide includes examples of actions taken at individual sites on DOE work force restructuring efforts. The examples range from overall work force planning to individual benefit programs offered to separated workers at various sites. The Office will post the guidance on our website at www.wct.doe.gov as soon as possible.

COMMUNITY TRANSITION ACTIVITIES

COMMUNITY REUSE TRAINING FOR EIGHT NORTHERN INDIAN PUEBLOS

On August 16, 2000, the Albuquerque Operations Office's Community Transition staff provided Community Reuse Organization (CRO) Training 101 for the Eight Northern Indian Pueblo Council, Inc., at the Santa Fe Indian School in Santa Fe, New Mexico. The Department of Energy recognized its unique government-to-government relationship with tribal governments and agreed to the development of a CRO to allow the Pueblos and their members the added opportunity to become involved in the diversification of the region's economy. The objective of the training was to provide information regarding the roles and responsibilities, program planning, development of a transition plan, and performance measures.

NATIVE AMERICAN ECONOMIC DEVELOPMENT VIDEO

On September 30, 2000, the Office of Worker and Community Transition completed development of a Native American Economic Development video for tribes in New Mexico affected by the Department of Energy contractor work force restructuring activities to utilize as a marketing tool to attract new business/job opportunities for their members.

OFFICIALS MARK MOUND IMPROVEMENTS

On October 23, 2000, officials of the Miamisburg Mound Community Improvement Corporation (MMCIC) were joined by U.S. Representative Tony Hall and Secretary of Energy Bill Richardson to celebrate the opening of the new main entrance to the Mound Advanced Technology Center and the improved Mound Road. They also helped bring down a security fence to mark the beginning of improvements to the upper hill portion of the site. Officials of the State of Ohio, Montgomery County, and the City of Miamisburg also participated in the event.



During the ceremony, Secretary Richardson presented a \$5 million check to the MMCIC, the organization responsible for Mound's redevelopment and reuse. The funds will help pay for the \$48 million in site improvements that have been identified as necessary to transform the site into a commercially-viable industry and technology park.

By reusing the land for a productive new commercial use, we will save taxpayers up to \$150 million in maintenance and operating costs said Secretary Richardson. The event is the result of hard work and innovation, and would not have been possible without the partnership of the Miamisburg community, our regulators, and the Mound work force.

The \$5 million represents the second of three equal installments committed by the Department of Energy (DOE) in conjunction with the signing of a 1998 sales agreement. The acquisition of matching funds from outside sources is a condition of the DOE grant.

The Mound Advanced Technology Center is a former DOE nuclear weapons facility undergoing defense conversion since 1993. The community's vision is to create an economically viable, privately-owned industry and technology park. Through the economic development efforts of the MMCIC, the site is the home of 30 businesses with a total of 325 employees.

ASSET CONVERSION FORUM

On November 28, 2000, the Office of Worker and Community Transition and the Albuquerque Operations Office sponsored a Department of Energy (DOE) Asset Conversion Forum in Albuquerque, NM. The purpose of the forum was to promote economic development and diversity of communities surrounding the facilities affected by the DOE/Albuquerque mission. The forum gave attendees an opportunity to meet people who are involved in DOE's real and personal property programs, learn more about the latest policy developments, and receive guidance on the current property policies.

LABOR RELATIONS

BERKELEY LABOR NEGOTIATIONS UPDATE

Agreement was reached the week of October 6, 2000, between Coalition of University Employees (CUE) and the Berkeley National Laboratory on a new contract. This agreement follows an extended period of negotiations. The Department of Energy's (DOE) Office of Worker and Community Transition and the Oakland Operations Office staff had been briefed on the outstanding issues following a request to the Secretary of DOE to address potential impact on DOE program.



FIREFIGHTERS NEGOTIATIONS AT IDAHO NATIONAL ENGINEERING AND ENVIRONMENTAL LABORATORY (INEEL)

The week of October 29, 2000, the Paper, Allied Industrial, Chemical, Energy Workers International (PACE) represented firefighters at INEEL and voted to ratify the contract proposal presented by Bechtel BWX Technologies Idaho, LLC (BBWI). The new bargaining agreement revises work hours to conform with most common practice across the complex and makes changes in early retirement provisions.

LABOR NEGOTIATIONS STATUS AT LAWRENCE LIVERMORE NATIONAL LABORATORY (LLNL)

California Public Employment Relations Board has agreed with LLNL that negotiations with Security Police Officers Association have reached an impasse. A mediator has been appointed with the first mediation session scheduled for January 5, 2001.

UPDATE ON OTHER COLLECTIVE BARGAINING:

- The Hanford Guards Union ratified a new collective bargaining agreement with Fluor-Daniel in mid-December 2000.
- The United Steelworkers reached a new agreement with Kaiser-Hill at Rocky Flats Field Office in late December 2000.
- Negotiations currently underway include: International Association of Machinists (IAM) at FERMI Lab and the United Mine Workers (UMW) at Nevada

REQUEST FOR PUBLIC DOCUMENT(S)

Name: _____

Organization: _____

Position: _____

Street address: _____

City and state: _____

Zip code: _____

Phone: _____

Fax: _____

E-mail address: _____

DOCUMENTS REQUESTED:

1. _____
2. _____
3. _____
4. _____
5. _____

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